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ARTICLES OF AGREEMENT
 between
 RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION
 Local No. 1060 (Drug Clerks)
 of
 Tacoma, Washington

Affiliated with the American Federation of Labor and Tacoma Central Labor Council

and

THIS AGREEMENT mutually entered into this _____ day of _____, 193____, by and between the Retail Clerks International Protective Association, Local No. 1060 (Drug Clerks), through their authorized agents _____ as President of Local No. 1060, and _____ as Secretary of Local No. 1060, of the City of Tacoma, and the State of Washington, as Parties of the First Part, and _____ of the City of Tacoma, and the State of Washington, as Party of the Second Part.

1. The employers, Parties to this agreement, agree to retain in their employ only members, or those if eligible who will become members within thirty (30) days from the date of their employment of Local No. 1060, Retail Drug Clerks' International Protective Association. A temporary working permit good for thirty (30) days only shall be secured by all new or extra salespeople not members of the Union at the time of employment, provided they are employed more than one day in the same month.

2. HOURS OF LABOR: No male employ e shall be required to work more than fifty-four (54) hours per week and no female employ e more than forty-eight (48) hours per week, except under unusual circumstances. In case work beyond fifty-four (54) hours per week for men, or forty-eight (48) hours per week for women becomes necessary, it shall be paid for at the rate of time and one-half, except for two free inventories per year. Additional inventories to be paid for at straight time. Inventory time shall not exceed fifteen hours per employee per inventory. Each employee will be entitled to not less than three whole holidays, or six half holidays per year without reduction of pay.

3. Wages: The following schedule of wages shall constitute the minimum. They shall not cause any reduction in existing wages nor increase the established working time of full time employees, and shall not prevent any employer from paying more than the minimum if the efficiency, ability and general merit of the employee warrants such increase.

Registered Men.....\$35.00 per week.	Registered Women.....\$31.11 per week.
<u>Non-Registered Salesmen..\$20.00 per week, first two years; \$25.00 per week thereafter.</u>	
<u>Non-Registered Saleswomen...\$13.50 per week, for six months; \$15.00 per week for six months; \$17.50 per week for second year; \$20.00 per week, thereafter.</u>	
<u>Apprentice Boys...\$12.00 per week, for six months; \$14.00 per week, for six months; \$16.00 per week, for six months; \$18.00 per week, for six months; \$20.00 per week, third year; \$25.00 per week, thereafter.</u>	

F Employees who work less than a full weekly schedule shall receive not less than the proportionate schedule.

4. The employers reserve the sole right of hiring and discharge, but no employee shall be discharged because of legitimate Union activities.

5. The employers appreciate the desire of the employees for security of employment, and in the event of necessity for the reduction of forces, agree that lay-off will be made under consideration of ability, efficiency and length of service and when rehiring occurs the same consideration will govern. The employer shall be the sole judge of the competency of the employees.

6. Settlement of Disputes: Any disputes arising between an employee and employer during the period covered by this agreement as to whether either party shall be complying with the terms of such agreement shall be amicably adjusted, if possible, by the two parties concerned. In the event an amicable adjustment of the controversy has not been reached within five days, then the controversy shall be submitted to the joint committees representing respectively the employers, parties to this agreement, and their employees or their representatives, each committee having equal vote. The joint committees may, if necessary, call in a third neutral party acceptable to both parties, and in either case the decision of the joint committees shall be final and binding on the parties concerned in the dispute. There shall be no cessation of work until all possible, peaceable means of settling disputes have been exhausted.

7. THIS AGREEMENT shall be effective as of May 16-17, 1937, and continue in effect until June 1, 1938, and will automatically renew itself from year to year thereafter, unless either party shall serve written notice 60 days prior to the expiration of any year, of desire to amend or terminate the agreement. Such written notice shall specify the changes desired. During the process of negotiating a new agreement to succeed this present agreement, both parties agree that there shall be no cessation of employment in case negotiations extend beyond expiration date of this agreement, and it is mutually agreed that in such cases that any change in wages will be made retroactive to the expiration date of the present agreement.

PARTY OF THE SECOND PART

PARTY OF THE FIRST PART
Retail Clerks International Pro-
tective Association, Local #1060

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

Retail Clerks
#1060
Tacoma Wash
June '39

UNION AGREEMENTS

May 14, 1938

Mr. W. E. Henderson, Secy.
Retail Clerks' Int'l Protective Ass'n #1060
401 South 11th Street
Tacoma, Washington

Dear Sir: For a number of years the Bureau of Labor Statistics has attempted to maintain a file of all union agreements in force throughout the United States. On checking through our files we find we do not have copies of any agreements entered into by your union. We are exceedingly anxious to have your agreements among our records and shall appreciate your cooperation in sending us copies of them, together with the information requested below.

If you have only one copy available and so designate, we shall be glad to type a duplicate and promptly return the original. If you so indicate, we will keep the identity of the agreement confidential, using the materials only for general analysis, which will not reveal the name of your union.

The enclosed envelope for reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

Isador Lubin

Commissioner of Labor Statistics.

Enc.

Name of company or employers' association signing the agreement _____

Industrial Conference Board of Tacoma Wash.

(If more than one employer, please list on reverse side)

Number of companies covered by agreement ^{above} **Seven**

Number of union members working under terms of agreement **95**

Number of nonmembers working under terms of agreement **none**

Branch of trade covered **Retail Drug Business**

Date signed **May 16, 1936** Date of expiration **June 1, 1939**

Please check here if you wish the agreement returned _____

L. L. Lanning Sec.

(Name of person furnishing information)

309 Labor Temple Tacoma Wash.

(Address)

CO.'s covered by Industrial Conference Board.

Broadway Drug Co.	Pay Less Drug Store
Crown Drug Co.	South Tacoma Drug Co.
McKenzie's Pharmacy	Virges Drug Co.
Owl Drug Co.	

Separate contracts signed by the following.

Braley's Inc.	Puyallup Wash.
Clinic Drug Co.	Beall's Rexall Drug Store
Crabb Drug Co.	Valley Drug Store
Curran Drug Co.	Ralph Schmitt Pharmacy
Cut Rate Drug Co.	Neal Drug Store
Darling Drug Store	
Dean Drug Co.	Sumner Wash.
Economy Drug Co.	Modern Drug Store
Ellestad's Pharmacy	Sumner Pharmacy Inc.
Flor's Drug Store	Beaver Thrifty Drugs
Grate's Pharmacy	
Highway Drug Co.	
Hoveland Drug Co.	
Kay Street Pharmacy	
Larsen's Pharmacy	
Lien & Selvig	
Lincoln Pharmacy	
McMillan Bro's.	
Michael Bro's. Drug Co.	
Monarch Drug Co.	
Nelson Drug Co.	
Oakland Drug Co.	
Proctor Pharmacy	
Riser Drug Co.	
Sauriol's Drug Store.	
Sixth Ave. Drug Store.	
Smith Pharmacy	
Sun Drug Co.	
Twelfth St. Drug Co.	
Yakima Drug Co.	

